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Building Fair and Productive Workplaces

Labour Program

Workplace Bulletin

April 15, 2008

Également disponible en français

The *Workplace Bulletin*, issued by the **Labour Program,** is published twice a month. It provides wage and non wage information from collective bargaining in Canada and updates on industrial relations issues.

In the issue

Page

Wage Settlements, **February 2008** analysis and wage data 1

Current and Upcoming Key Negotiations 12

Major Work Stoppages 15

Innovative Workplace Practices in 2007—Annual Overview..... 15

Coming in the Next issue 16

For More Information 17

Mailing List Add or Remove My Name 17

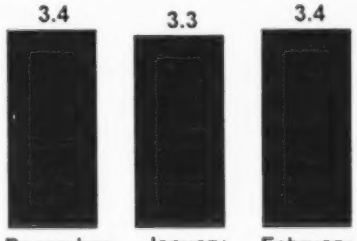
Wage Settlements

Covering 500 or More Employees

February 2008

Major collective bargaining settlements reached in February 2008 provided base-rate wage adjustments averaging 3.4% annually over the contract-term, up a fraction from the 3.3% average in January and the same as the 3.4% adjustment recorded in December 2007. The results for February 2008 are based on a review of 20 settlements reached, and cover 47,660 employees.

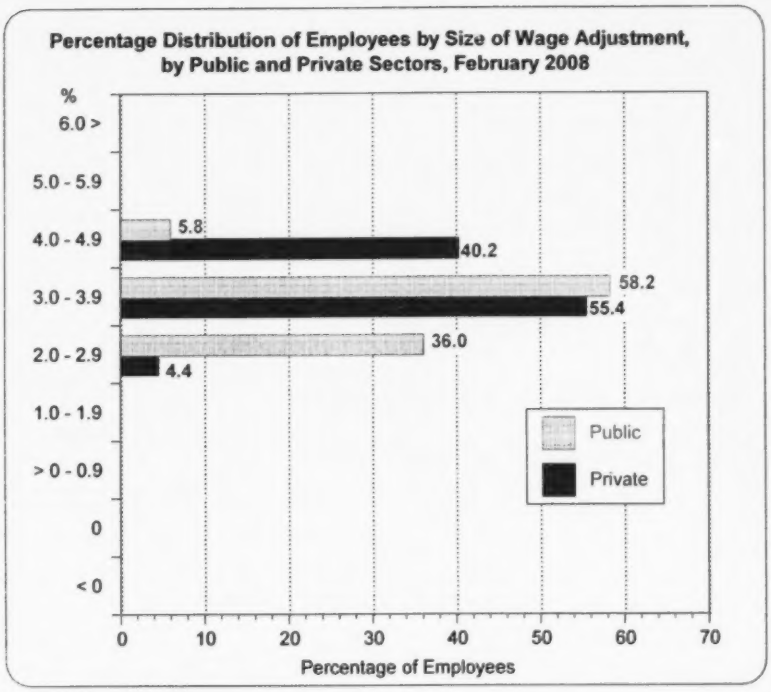
Percentage Wage Adjustments in Major Settlements by Month, 2007- 2008



When the parties to these February settlements previously negotiated, the resulting wage adjustments averaged 2.4%, lower than the 3.4% figure recorded in their current settlements. Contract duration in February 2008 averaged 41.1 months, compared to 45.7 months in the previous round of settlements.

Wage adjustments in the public sector averaged 3.1% for 25,020 employees in 11 agreements; private-sector wage adjustments averaged 3.9% for 22,640 employees in 9 agreements. The lower public sector figure was due in large part to the City of Winnipeg agreement providing 5,250 employees with a wage increase averaging 2.4% and the Société de transport de Montréal agreement providing 3,760 employees with a wage increase averaging 2.1%. The higher private-sector figure was due in part to 3 Canada Safeway agreements in Alberta providing 9,100 employees with a wage increase averaging 4.8%.

Canada



On a jurisdiction basis, wage adjustments ranged from a high of 4.8% in Alberta to a low of 2.0% in British Columbia (based on 1 agreement with the Okanagan Tree Fruit Company). The second largest increase was recorded in Nova Scotia at 3.5%. Excluding Alberta, the remaining agreements in February averaged wage increases of 3.1%.

On an industry basis, wage adjustments ranged from a high of 4.5% in the wholesale and retail trade sector (due to the 3 Canada Safeway agreements mentioned above) to a low of 2.2% in the manufacturing sector (based on 2 agreements, Okanagan Tree Fruit Company averaging 2.0% and CEZinc., a Noranda zinc processing facility, in Quebec at 2.4%). The largest concentration of employees (30.8%) was in the transportation sector where wage adjustments averaged 3.0% (4 agreements including the Société de transport de Montréal at 2.1%, British Columbia Maritime Employers Association at 3.7%, and 2 Canadian Pacific Railway agreements averaging 3.1%).

The majority of employees (56.9%) covered by February settlements received adjustments in the 3.0 to 3.9% range. Approximately 21.0% of employees received adjustments in the 2.0 to 2.9% range and 22.1% received wage adjustments in the 4.0 to 4.9% range.

Average Annual Percentage Wage Adjustments by Month

	2007	2008	
	December	January	February
Sectors			
Public Sector	3.2	2.9	3.1
Private Sector	4.1	4.5	3.9
All Industries/Jurisdictions			
Average Annual Adjustment	3.4	3.3	3.4
Non-COLA	3.5	3.1	3.5
COLA	2.9	5.6	2.4

	2007	2008	
	December	January	February
First-Year Adjustment	4.3	3.2	3.2
Non-COLA	4.4	2.8	3.3
COLA	2.9	6.5	2.4
Industries			
Primary Industries	-	4.8	-
Utilities	-	-	3.3
Construction	5.6	5.6	-
Manufacturing	3.2	-	2.2
Wholesale and Retail Trade	-	-	4.5
Transportation	3.4	3.6	3.0
Information and Culture	-	2.0	-
Finance and Professional Services	-	2.0	-
Education, Health and Social Services	3.6	3.4	3.6
Public Administration	3.2	1.8	2.6
Jurisdictions			
Newfoundland and Labrador	5.0	-	-
Nova Scotia	2.9	-	3.5
New Brunswick	-	4.6	3.3
Quebec	3.0	2.5	2.5
Ontario	2.9	2.8	3.0
Manitoba	-	2.7	2.4
Saskatchewan	4.7	-	-

	2007	2008	
	December	January	February
Alberta	5.5	3.7	4.8
British Columbia	-	3.8	2.0
Federal Jurisdiction	3.2	3.6	3.4

Average Annual Percentage Wage Adjustments by Quarter

	2007			
	1st	2nd	3rd	4th
Sectors				
Public Sector	3.3	3.0	4.1	3.4
Private Sector	2.6	3.0	3.7	3.5
All Industries/Jurisdictions				
Average Annual Adjustment	3.1	3.0	3.9	3.4
Non-COLA	3.1	3.1	3.6	3.5
COLA	2.1	2.6	4.8	2.8
First-Year Adjustment	2.9	4.0	4.0	4.0
Non-COLA	2.9	4.3	3.7	4.0
COLA	1.9	2.5	4.9	2.6
Industries				
Primary Industries	3.2	3.2	5.7	-
Utilities	3.1	4.0	4.2	4.4
Construction	2.9	3.2	3.9	4.2
Manufacturing	0.7	2.0	4.1	2.8
Wholesale and Retail Trade	1.4	2.0	1.9	-

	2007			
	1st	2nd	3rd	4th
Transportation	3.2	2.6	2.9	3.1
Information and Culture	1.6	3.8	2.0	3.1
Finance and Professional Services	2.0	3.9	2.3	4.2
Education, Health and Social Services	3.1	3.1	4.6	3.8
Entertainment and Hospitality	2.6	3.0	3.5	2.5
Public Administration	4.0	3.1	3.8	3.2
Jurisdictions				
Newfoundland and Labrador	-	0.5	-	3.2
Prince Edward Island	2.9	2.8	-	-
Nova Scotia	1.8	3.7	2.9	2.9
New Brunswick	3.0	2.0	-	-
Quebec	2.9	3.2	2.1	3.1
Ontario	2.9	2.9	3.2	2.9
Manitoba	2.7	3.0	3.1	3.5
Saskatchewan	4.0	4.2	4.0	4.2
Alberta	3.5	4.4	5.1	5.4
British Columbia	2.3	2.9	3.3	2.9
Territories	-	3.0	-	-
Multiprovince	6.6	-	3.6	2.9
Federal Jurisdiction	2.8	2.7	2.6	3.3

Average Annual Percentage Wage Adjustments by Year

	2005	2006	2007	2008
Sectors				
Public Sector	2.2	2.6	3.4	3.0
Private Sector	2.5	2.2	3.1	4.1
All Industries/Jurisdictions				
Average Annual Adjustment	2.3	2.5	3.3	3.4
Non-COLA	2.3	2.5	3.3	3.3
COLA	2.5	2.6	3.4	5.3
First-Year Adjustment	2.1	2.4	3.8	3.2
Non-COLA	2.1	2.4	3.9	3.0
COLA	2.6	2.7	3.3	6.2
Industries				
Primary Industries	3.0	2.7	4.7	4.8
Utilities	2.6	2.3	3.8	3.3
Construction	2.5	3.6	3.3	5.6
Manufacturing	2.5	2.2	2.4	2.2
Wholesale and Retail Trade	1.9	1.1	1.9	4.5
Transportation	2.9	2.1	2.7	3.2
Information and Culture	2.4	2.5	3.0	2.0
Finance and Professional Services	2.3	2.5	3.6	2.0
Education, Health and Social Services	2.1	2.5	3.5	3.5
Entertainment and Hospitality	1.9	2.9	3.3	-
Public Administration	2.5	2.8	3.5	2.1

	2005	2006	2007	2008
Jurisdictions				
Newfoundland and Labrador	2.0	1.7	1.5	-
Prince Edward Island	2.5	2.7	2.8	-
Nova Scotia	3.3	3.2	3.0	3.5
New Brunswick	3.0	3.0	2.3	4.0
Quebec	1.6	1.9	3.2	2.5
Ontario	2.7	2.5	3.0	2.9
Manitoba	2.9	2.6	3.0	2.5
Saskatchewan	2.0	2.1	4.1	-
Alberta	3.0	3.4	5.0	4.0
British Columbia	0.5	2.5	3.0	3.3
Territories	3.0	3.1	3.0	-
Multiprovince	4.1	3.8	3.5	-
Federal Jurisdiction	2.6	2.3	2.9	3.4

Note: *Data for 2008 cover the months of January and February.*

Average Annual Percentage Wage Adjustments by Public and Private Sectors, a Chronological Perspective since 1988

Year	Public	Private	Both Sectors
1988	4.0	5.0	4.4
1989	5.2	5.2	5.2
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	-0.0	1.2	0.3

Year	Public	Private	Both Sectors
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.4
1998	1.6	1.8	1.7
1999	1.9	2.7	2.2
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.2	2.5	2.3
2006	2.6	2.2	2.5
2007	3.4	3.1	3.3
2008	3.0	4.1	3.4

Note: *Data for 2008 cover the months of January and February.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 200kb).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

OTHER DETAILED TABLES

Other detailed tables include the number of agreements, employees, and durations by month, quarter, and year for both sectors—public and private, jurisdictions, and industries. The data is available at other detailed tables (PDF format, 325kb).

Major Settlements Reached in February 2008

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Utilities				
New Brunswick Power Corporation province-wide, New Brunswick International Brotherhood of Electrical Workers (AFL-CIO/CLC) customer service employees	600	3.3	60.0	Dec 31, 2012
1 agreement	**600**	**3.3**	**60.0**	
Manufacturing				
CEZinc., Société en commandite Revenu Noranda Valleyfield, Quebec United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union (AFL-CIO/CLC) production employees	500	2.4*	48.0	Oct 31, 2011
Okanagan Tree Fruit Company Kelowna, British Columbia United Food and Commercial Workers Canada (CtW/CLC) plant and maintenance employees	500	2.0	12.0	Aug 31, 2008
2 agreements	**1,000**	**2.2**	**30.0**	
Wholesale and Retail Trade				
Canada Safeway Limited Northern Region, Alberta United Food and Commercial Workers Canada (CtW/CLC) retail employees	780	4.6	36.1	Mar 20, 2010
Canada Safeway Limited province-wide, Alberta United Food and Commercial Workers Canada (CtW/CLC) retail employees	7,000	4.8	36.1	Mar 20, 2010
Canada Safeway Limited Southern Region, Alberta United Food and Commercial Workers Canada (CtW/CLC) retail employees	1,320	4.6	36.1	Mar 20, 2010

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Winners Merchants Intl. LP province-wide, Ontario UNITE HERE Canada (CtW/CLC) warehouse employees	1,600	3.0	37.3	Jan 31, 2011
4 agreements	**10,700**	**4.5**	**36.2**	
Transportation				
British Columbia Maritime Employers Association Coastal Region, British Columbia International Longshore and Warehouse Union Canada (CLC) longshoremen	4,680	3.7	36.0	Mar 31, 2010
Canadian Pacific Railway system-wide, Multiprovince National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) shopcraft employees	2,290	3.0	36.0	Dec 31, 2010
Canadian Pacific Railway system-wide, Multiprovince Teamsters Canada (CtW/CLC); United Transportation Union (AFL-CIO/CLC) locomotive engineers; yardmen; conductors, etc.	3,970	3.2	60.0	Dec 31, 2011
Société de transport de Montréal Montréal, Quebec Canadian Union of Public Employees (CLC) bus drivers	3,760	2.1	60.0	Jan 08, 2012
4 agreements	**14,700**	**3.0**	**48.6**	
Education, Health and Social Services				
Calgary Roman Catholic Separate School District No. 1 Calgary, Alberta Communications, Energy and Paperworkers Union of Canada (CLC) support employees	1,450	4.9	12.0	Aug 31, 2010

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Capital District Health Authority Halifax and area, Nova Scotia Nova Scotia Government and General Employees Union (CLC) nurses	2,570	3.6	36.0	Oct 31, 2009
Dalhousie University Halifax, Nova Scotia Dalhousie Faculty Association (Independent-local) professors; librarians	910	3.1	48.0	Jun 30, 2011
Dalhousie University Halifax, Nova Scotia Nova Scotia Government and General Employees Union (CLC) support employees	790	3.0	36.0	Jun 30, 2010
Nova Scotia Association of Health Organizations province-wide excluding Halifax, Nova Scotia Nova Scotia Nurses' Union (CLC) nurses	4,610	3.6	36.0	Oct 31, 2009
Université Laval Québec, Quebec Canadian Union of Public Employees (CLC) office employees and technicians; building maintenance employees	1,800	3.3	58.0	May 31, 2011
6 agreements	**12,130**	**3.6**	**37.3**	
Public Administration				
City of Hamilton Hamilton, Ontario Canadian Union of Public Employees (CLC) inside and outside employees	2,700	3.0	48.0	Dec 31, 2010
City of Winnipeg Winnipeg, Manitoba Canadian Union of Public Employees (CLC) inside and outside employees	5,250	2.4	36.0	Dec 31, 2010

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Regional Municipality of York Newmarket, Ontario Canadian Union of Public Employees (CLC) non-medical employees	580	3.0	36.0	Mar 31, 2010
3 agreements	**8,530**	**2.6**	**39.8**	
Agreements with COLA - 1 agreement	**500**	**2.4**	**48.0**	
Agreements without COLA - 19 agreements	**47,160**	**3.4**	**41.1**	
All Agreements - 20 agreements	**47,660**	**3.4**	**41.1**	

Current and Upcoming Key Negotiations—April 15, 2008 covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Government of Canada	Various unions	140,550	ARB/ CO/B	Mar 06–Jan 08
Canada Revenue Agency	PIPSC	9,490	B	Oct 07
Government of Nunavut	PSAC	2,100	B	Sep 06
City of Ottawa - OC Transpo	ATU	2,000	B	Mar 08
National Research Council of Canada	PIPSC	1,680	B	Jul 07
Private Sector				
Purolator Courier Limited	Teamsters	9,000	TENT	Dec 07
Bell Canada (Ont. and Que.)	CEP	6,260	MED	Nov 07

Employer	Union	Employees	Status*	Expiry Month
MTS Allstream Inc. (Man.)	CEP/IBEW	2,320	MED/B	Dec 07/Jan 08
Saskatchewan Wheat Pool operating as Viterra	Grain Services Union	700	B	Jan 08
Provincial and Territorial Jurisdictions				
Public Sector				
Saskatchewan Association of Health Organizations	Various unions	32,680	B	Mar 08
Health Boards of Alberta	AUPE/HSAA	22,650	B	Mar 08
Government of Newfoundland and Labrador	CUPE/NAPE	16,585	B	Mar 08
Regional Health Authorities of Manitoba	CUPE	11,000	B	Mar 08
Toronto Transit Commission	ATU	8,400	B/MED	Mar 08
City of Montréal	Various unions	7,670	B/ARB	Dec 06
Toronto Police Services Board	Toronto Police Association	7,310	B	Dec 07
Government of New Brunswick	Teachers	7,280	B	Feb 08
Government of New Brunswick	CUPE	5,760	B	Jun 07
Government of Newfoundland and Labrador	Nurses	4,800	B	Jun 08
City of Québec	Various unions	4,530	B	Dec 06
Government of New Brunswick	Nurses	4,390	B	Dec 07
Hydro One	CUPE	3,860	TENT	Mar 08
Société de transport de Montréal	CUPE/CSN	2,680	B	Jan 07
Government of Prince Edward Island	PEIUPSE	2,440	CO	Mar 07
London Health Sciences Centre (Ont.)	CAW Canada	1,100	B	Oct 07
Capital District Health Authority	NSGEU	1,000	CO	Oct 06
City of Winnipeg	Firefighters	880	ARB	Dec 07
Prince Edward Island Department of Health	Nurses	790	B	Mar 08

Employer	Union	Employees	Status*	Expiry Month
Private Sector				
Association provinciale des agences de sécurité (Que.)	Steelworkers	14,000	WS	Jul 07
Canada Safeway (B.C.)	UFCW	10,230	B	Mar 08
New Dominion Stores (Ont.)	CAW Canada	8,500	B	Jul 07
Real Canadian Superstores (Alta.)	UFCW	8,150	B	Aug 06
The Great Atlantic & Pacific Company of Canada Limited (Ont.)	UFCW	6,300	B	Jun 07
Brewers Retail Inc. (Ont.)	UFCW	6,000	TENT	Dec 07
Security Industry Employers Bargaining Association (Ont.)	Steelworkers	3,500	B	Jun 07
Pharma Plus Drugmarts Ltd. (Ont.)	UFCW	1,500	CO	Jan 08
Better Beef Limited (Ont.)	UFCW	1,100	B	Dec 07

* ARB - Arbitration
B - Bargaining
B/WS - Bargaining after work stoppage
CO - Conciliation
MED - Mediation
M/WS - Mediation after work stoppage
PAB - Post-arbitration bargaining
PCB - Post-conciliation bargaining
PMB - Post-mediation bargaining
TENT - Tentative settlement
WS - Work stoppage

Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
University of Toronto	CUPE/Steelworkers	9,140	Apr/Jun 08
Council of Academic Hospitals of Ontario	Professional Association of Internes and Residents of Ontario	3,100	Jun 08
Catalyst Paper Corp. (B.C.)	CEP	2,100	Apr 08
Ottawa Police Services Board	Ottawa Police Association	1,680	Dec 07
National Research Council of Canada	RCEA/PIPSC	1,330	Mar/ Dec 07
Connors Brothers (N.B.)	Charlotte Seafood Employees Association	1,000	Dec 07
Marine Atlantic	CAW Canada	780	Dec 07

Major Work Stoppages

involving 500 or more employees from **March 21 to April 3, 2008.**

An updated weekly report and a full year-to-date listing are available at Major Work Stoppages.

Employer, Location, Union and Employees	Issues	Starting	Ending
Concordia University Montréal, Quebec Concordia University Part-time Faculty Association 900 part-time professors	Wages, benefits, and working conditions	Mar 31/2008 Rotating Strike	

Innovative Workplace Practices in 2007—Annual Overview

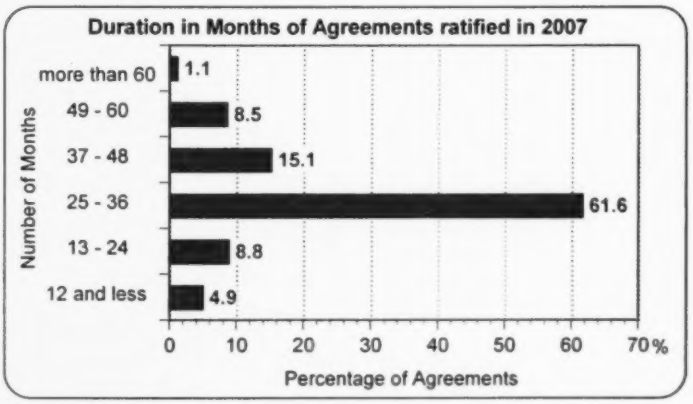
Bruce Aldridge and Karen Gilmore
Strategic Policy, Analysis, and Workplace Information Directorate

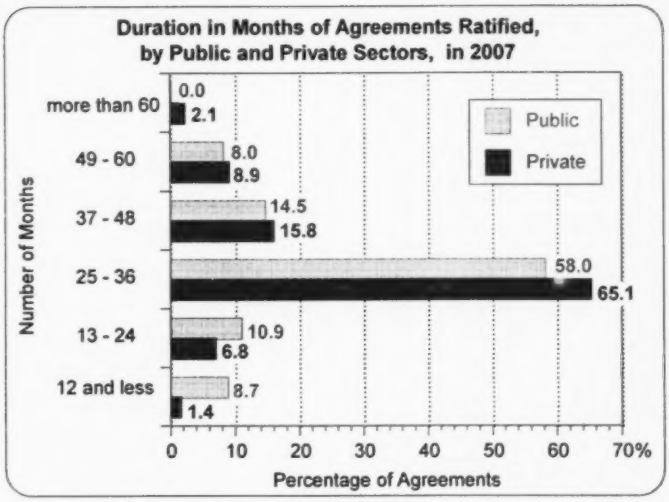
The Labour Program publishes a quarterly analysis on the duration of the collective agreements and workplace innovation provisions. This article summarizes the innovative workplace practices from summary reports of collective agreements ratified in 2007.

Duration

Overview

The durations of 285 collective agreements analyzed in 2007 ranged from 12 months to 87 months. In spite of this variance, about three-quarters have durations of between 36 and 48 months, including 61% with durations of 36 months. The overall average duration is 37 months, down from 43 months in 2006; this decline that can largely be attributed to a decrease in the proportion of collective agreements with 48-month durations, from 30.2% in 2006 to 14.4% in 2007.





Public and Private Sectors

The average duration for public sector agreements in 2007 is 36 months; in fact, over half of agreements (57.2%) have durations of 36 months, up from 34.5% in 2006. Only 14.4% of agreements have durations of 48 months, down from 38.2% in 2006, when this was the most prevalent duration.

In the private sector, the average duration of collective agreements is 38 months, down from 45.4 months in 2006. Nearly two-thirds (64.4%) of agreements in 2007 have durations of 36 months and 14.4% have durations of 48 months. There is a notable decline in the proportion of agreements with durations longer than 48 months, from 30.6% in 2006 to 11% in 2007.

The 2007 collective agreement with the longest duration (87 months) was reached in the private sector, between Olymel, Société en commandite in Vallée-Jonction, Quebec, and the Fédération du commerce inc.

Innovative Workplace Practices

The overview of workplace innovations is based on a review of collective agreements settled in 2007. Of these, 25.7% contained provisions considered to be innovative or of a particular interest. The relevant innovative practices apply to compensation, health and welfare, working conditions, education and training, leave, and labour-management committees.

A compilation of the quarterly analyses of provisions considered innovative in 2007 is available at Innovative Workplace Practices in 2007—Annual Overview.

Coming in the Next Issue

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Etc.

For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs.

The Labour Program offers more information than what is provided in this issue; go to http://www.hrsdc.gc.ca/en/lp/wid/info.shtml for a complete listing of products and services.

Feel free to forward the *Bulletin* to all interested parties. Feedback and comments regarding this bulletin are welcome.

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